

## Bereavement Leave Question

We had an employee request bereavement leave for a miscarriage. It was a true miscarriage and there was no funeral. Do any of your agencies allow bereavement leave for this type of issue?

Thanks,

Cheri Swales, DESE

## Responses:

- For bereavement leave there must be a birth/death certificate issued. So, for miscarriages, it should be sick leave, however the Agency may use discretion and allow administrative leave. If it is a stillbirth, use discretion and allow "other" leave, but not bereavement leave. Doug Smentkowski, OA
- If there's a funeral, then we have granted bereavement leave. If there wasn't a funeral, no bereavement leave. Lori Hogue, DNR
- We haven't had this situation come up but if it did I wouldn't envision allowing an employee to use bereavement leave for a miscarriage. Jane Frew, MSPD
- Hasn't come up but I don't think it would qualify for bereavement leave. I would be generous on allowing sick leave usage. Sarah Schuette, DED
- We've only had one situation that was similar to this, but they did actually have a funeral for the baby so we granted it. Otherwise we probably would not normally grant bereavement leave for a miscarriage. Kim Harris, Missouri Veterans Commission
- We would allow sick leave, but definitely not bereavement leave. Lorraine-Mixon-Page MCHCP
- Our policy does not specifically address this situation. I, personally, would be reluctant to set a precedent that includes this as bereavement leave. If an appointing authority wanted to grant this leave, I would encourage approving it due to "extraordinary reasons, sufficient in the opinion of appointing authority to warrant such time off with compensation" and then coding it as such in SAM II. Just my thoughts . . . for what they are (or aren't worth). Guy R. Krause, OA
- Yes. Richard Enyard, DOC
- Not under our funeral leave policy. They could, however, use accrued sick leave to cover time needed to recover from the D&C. Sherry Redmon, MOSERS
- No, at least not yet. Vicki Glenn, MGC, DPS
- Anytime an employee makes a request for bereavement leave that is not covered by the policy we refer them to the Appointing Authority to make a decision and subsequently instruct us accordingly. Willie Reid, DoLIR
- Probably would grant bereavement or some other leave. Steve Allison, MDA

- Haven't had it, but I would grant it Mary Hoskins, DOHSS